



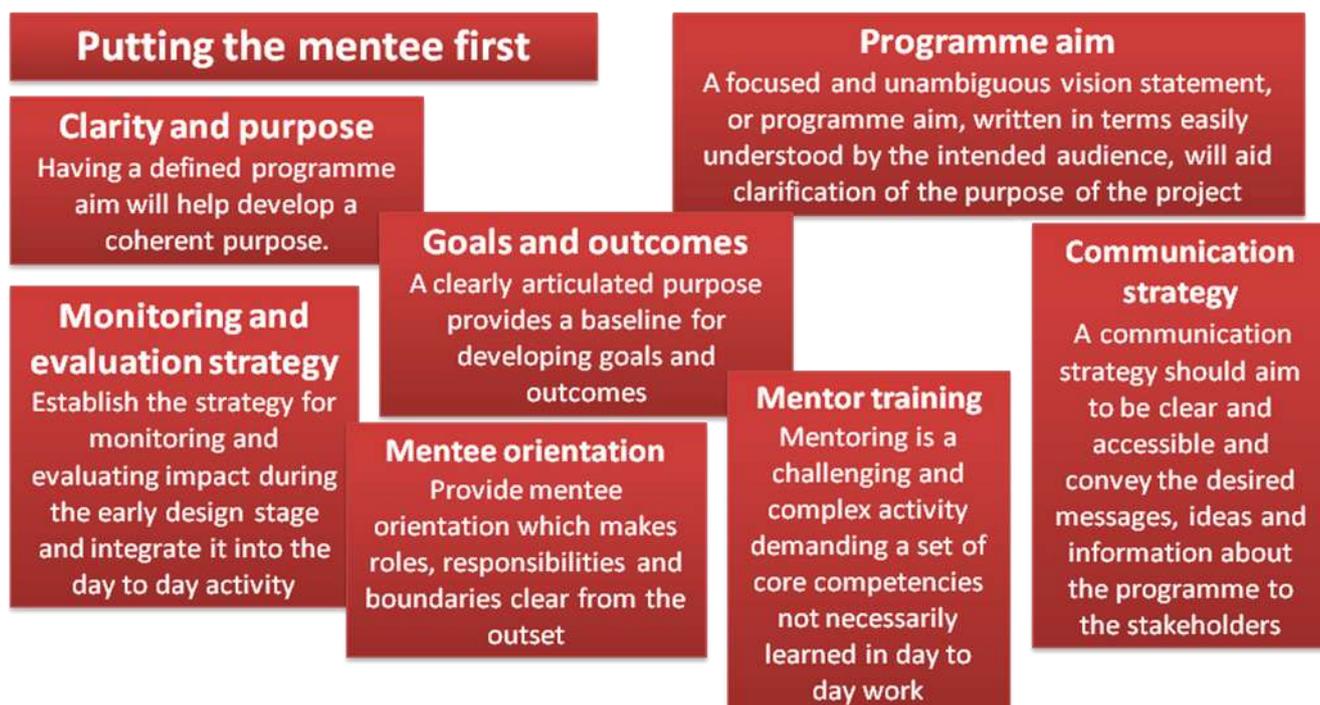
**Erasmus+ KA2 Strategic Partnership Project in the field of youth
2017-2-IT03-KA205-011257**

IO1 – ANALYSIS REPORT

This report shares the findings from the survey realized by all the project partner in different mentoring program all around Europe.

While the field of mentoring has reported service gaps in the past, the estimates in this report are not meant to provide a direct comparison. Instead, they are meant to form the most accurate picture possible of how the mentoring needs of people of different age and status are currently being met through their perspective, highlight gaps that remain, and chart paths forward to create more caring relationships.

elements in mentoring programme



INSIGHT AREA 1: Mentoring's Connection to Aspirations and Outcomes

Mentoring helps young and older people, succeed in school, work, and life. A strong research base supports the efficacy of quality mentoring, in all mentoring programs it's possible to find positive outcomes across social, emotional, behavioral, and academic areas of personal development. We find evidence to suggest that people's experience confirms this: people with mentors are more likely to report engaging in positive behavior.

For example, young people who had mentors report setting higher educational goals and are more likely to attend college than those without mentors. High expectations and higher educational attainment are key factors in life success.

Young and adults who had mentors, particularly those at-risk, are more likely to report engaging in productive and beneficial activities than without a mentor. These activities translate into the higher self-esteem and self-confidence that are necessary traits for youth to engage in teamwork and community work, and to be successful in life.

The longer the mentoring relationship lasts, the greater the value for mentee. The analysis confirmed that the length of a mentoring relationship matters, both in structured and informal mentoring relationships.

Satisfaction in mentoring relationships doubled when comparing relationships of more than a year to less than a year , confirming the notion that longer relationships are stronger relationships: people with longer mentoring relationships report better outcomes than with shorter mentoring relationships, such as higher educational aspirations.

INSIGHT AREA 2: The Value of Mentors

People value mentoring relationships. The analysis shows that mentoring provides mentee with the support and guidance they need to lead productive lives, **who had mentors speak highly of these relationships.** They offer that their mentors help them stay on track in school, job and life in general, make good choices, and provide consistent support.

Informal mentoring relationships can provide complementary benefits, but structured mentoring relationships tend to provide more support: formal mentoring programs provide a variety of benefits, and most commonly offer that they receive advice about different areas, and get help with school and job issues. Furthermore, **mentoring relationships tend to support personal development ,and** Mentees in informal mentoring relationships commonly offer that their mentors provided developmental, more than academic or career, support. These mentors conveyed advice and encouragement to help them make the right decisions, follow the right path, and stay motivated.

Mentees often want to become mentors, indicating both an endorsement of mentoring and a powerful proof point that mentees are empowered to contribute to the world around them.

INSIGHT AREA 3: The Availability of Mentors

The analysis demonstrates that mentoring relationships support personal and professional outcomes, regardless of a person's background, as well as help prepare people for the future. For example, as at-risk youth are simultaneously more likely to have academic struggles and less likely to have naturally occurring mentors, their immediate mentoring needs could be met through formal mentoring programs.

The mentoring needs of people who demonstrate the early signs of falling off track to graduate are not being fully met. Mentoring can be a powerful early intervention, and more people with different risk factors could benefit from getting the preventive mentoring support they need.

Mentoring can, and should, be integrated into holistic approaches to drive achievement and increase opportunity at school, at work and home.

The different experience show that when quality mentoring is integrated with other interventions, high school dropout rates fall, job career rates rise, economic mobility increases, and ultimately, the economy is stronger from an increase in productive workers.

In addition to more intentionally integrating mentoring in efforts that address our nation's most pressing problems, the successes of mentoring and the commitments of foundations and agencies that support mentoring should also be celebrated.

We have evidences that people most in need must have a quality mentoring relationship. A mentor provides critical guidance to a young person on his or her path toward productive life, and these important relationships should not be left to chance. Stakeholders from across the sectors should develop or strengthen systems that identify the people most in need of a mentor, determine their mentoring needs, and match them with quality mentors and wraparound services that can meet those needs. This intentional relationship building could dramatically improve the lives of mentee, the culture of schools, and the fabric of communities.

Paths Forward

The analysis make clear that all structured mentoring is quality mentoring. The mentoring field has codified quality standard, yet the broad interpretation of "mentoring" in public policies and funding programs can lead to inconsistent quality and ultimately, uneven results.: when the mentoring program is managed by organizations who are well-equipped to serve in a quality assurance role, it provides an ongoing opportunity to recognize and support quality. A corresponding demand for quality from major stakeholders, including the philanthropic sector, parents and so on , will result in a deeper focus on quality assessment and continuous improvement, and deepen the impact of mentoring programs.

there is also a need for support and increase private sector engagement in mentoring. Given the combination of financial and human resources (including more potential mentors) and

its business interest in the development of the current and future workforce, the private sector is uniquely positioned to strengthen the fabric of communities.

Many European, national, and local private sector companies already champion this important work, developing mentoring strategies in close collaboration with partners and staying informed by the evidence base. Companies offer employees paid time off to volunteer, financially support external mentoring programs, and set corporate mentoring goals. In return for these investments, corporations see increased employee productivity, improved morale and retention of employees, and improved public image and community relations.

Last, it's important to facilitate connections between research and practice. The mentoring field has an increasingly robust research and practice base. These two communities should be more closely integrated aligned, and informed by one another in order to most efficiently and effectively meet young people's mentoring needs. Practitioners, through participating in quality assurance efforts